

# **EXHIBIT 4**

Laffey Matrix

# LAFFEY MATRIX

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			Years Out of Law School *					
Year	Adjustmt Factor**	Paralegal/Law Clerk	1-3	4-7	8-10	11-19	20 +	
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864	
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826	
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796	
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789	
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771	
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753	
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734	
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709	
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686	
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671	
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645	
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614	
6/01/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598	
6/01/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574	
6/01/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549	
6/01/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522	
6/01/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487	
6/01/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468	
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444	
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424	
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406	
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389	
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375	
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363	

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., McDowell v. District of Columbia, Civ. A. No. 00-594 (RCL), LEXSEE 2001 U.S. Dist. LEXIS 8114 (D.D.C. June 4, 2001); Salazar v. Dist. of Col., 123 F.Supp.2d 8 (D.D.C. 2000).

\* "Years Out of Law School" is calculated from June 1 of each year, when most law students graduate. "1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). "4-7" applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier "1-3" from June 1, 1996 until May 31, 1999, would move into tier "4-7" on June 1, 1999, and tier "8-10" on June 1, 2003.

\*\* The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.